A QUARTERLY NEWSLETTER FOR SASSETA STAKEHOLDERS

SAFETY *plug*

3RD EDITION • DECEMBER 2022

SASSETA'S ROADMAP FOR THE YEAR AHEAD

SASSETA WORKSHOP
FOR BENEFICIARIES OF PIVOTAL DISCRETIONARY GRANTS

BREAST CANCER AWARENESS MONTH

A CLEAN SWEEP
CELEBRATING A CLEAN AUDIT AND 100% TARGETS ACHIEVED

SASSETA
SAFETY & SECURITY

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SASSETA
SAFETY & SECURITY

CEO'S MESSAGE

Greetings Colleagues and Stakeholders

Welcome to the third edition of the quarterly newsletter, the Safety Plug.

SASSETA hosted its 2022 Annual General Meeting on 22 November 2022. I would like to thank all the stakeholders who joined us as we celebrated the achievements of the 2021/2022 financial year. During the previous financial year, **SASSETA** achieved 100% performance for the first time in the history of **SASSETA** and obtained a clean audit. These achievements are all because of the hard work and commitment portrayed by the **SASSETA** employees.

To **SASSETA** employees, with your dedication, you have taken us to the top. Let us maintain the momentum and not drop the ball. I am truly and deeply appreciative of your collective efforts.

As 2023 approaches, we will meet it with the same energy and enthusiasm displayed throughout 2022. We will learn from our mistakes and our successes to prosper in the new year.

On behalf of **SASSETA** Management and staff, let me convey a message of appreciation to the **SASSETA** stakeholders for their continued support. We wouldn't have achieved good results without you. It has been a great year and you have been a big part of that.

May you all stay safe, keep healthy, and have a better New Year ahead!

Thamsanqa Mdontswa

Chief Eecutive Officer

EDITOR'S NOTE

Machebele Nsukku
Communications Practitioner

We have all been through a long year filled with its own challenges. We however need to remember to look back with gratitude for the resilient spirit that we all possess.

In this third edition of the Safety Plug, we share the SASSETA 3rd quarter activities and celebrate the organisation's key milestones.

Tsholofelo Nyamathe
Marketing Officer

In October, the SASSETA team supported the **fight against breast cancer.** SASSETA marked the month by wearing pink in honour of all the breast cancer survivors and to also remember those we lost to the disease.

Ivy Masondo
Marketing & Communications Administrator

We also marked **National Disability month**, a month that South Africans celebrate annually from 03 November till 03 December. We are honoured that our colleague Khanyisile Mbuli, a member of the Marketing & Communications team, is sharing her life journey with us and the challenges she faces daily.

As we break for the holidays, we wish you and your loved ones a blessed and peaceful holiday season and may all your 2023 dreams come true.

Until next year....

Mpho

YOUR PATHWAY TO CAREERS in the Safety And Security Sector

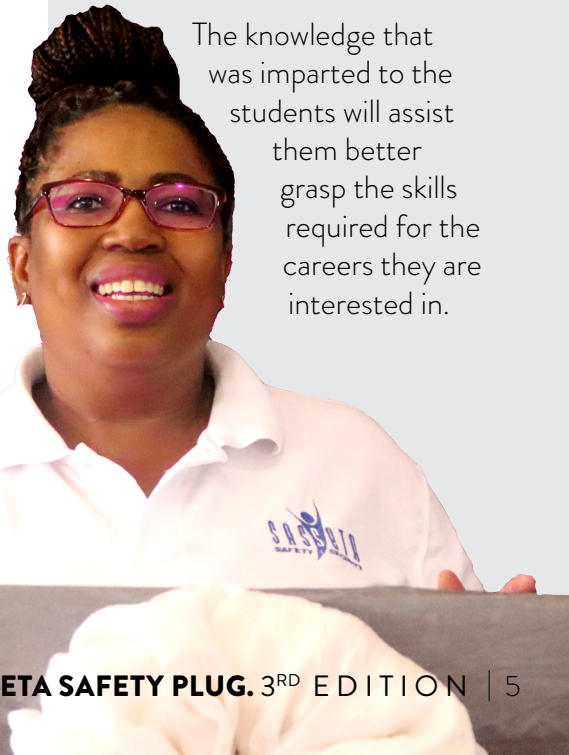
BY MPHO MAJATLADI

ON 26 NOVEMBER 2022, **SASSETA** heeded a call from the Old Apostolic Church Ministry in Mafikeng, North-West Province to ensure increased access to training and skills development opportunities in our society. The Career Guidance team attended the Old Apostolic Church Career Expo which was meant for the youth in the community. The main aim of the visit was to educate, and equip young people with information on bursaries, careers, and job opportunities that they can access from **SASSETA,** government and private sector institutions. A focus was placed on students finishing grade 12 and how they can obtain an internship or TVET placement for work experience that will prepare them for future employment.

The Career Expo attracted students from the Old Apostolic Church and the community, who were eager to know about opportunities that could assist them as well. **SASSETA** and companies like NYDA, South African Nuclear Energy Corporation (NECSA), National Nuclear Regulator (NNR), 4IR, Robotics & Data Analytics (MDI HUB), Aviation, DEDECT, IDC, SEFA, SEDA, and NDA were present and played their part in assisting learners to choose careers wisely.

Some of the information provided to learners during the session includes the following:

- Various aspects to look at before choosing a career.
- Various fields of study (learning programmes) available at SASSETA.
- The scarce and critical skills within the safety and security sector.
- Bursaries, internships and Learnerships available at SASSETA.
- Requirements of the SASSETA bursaries, internships and learnerships.
- How to apply for bursaries, internships and learnerships as well as the benefits.



The knowledge that was imparted to the students will assist them better grasp the skills required for the careers they are interested in.

A CLEAN SWEEP: SASSETA CELEBRATES CLEAN AUDIT AND 100 % TARGETS ACHIEVEMENT

BY NSUKU MACHEBELE

On 22 November 2022, SASSETA and its stakeholders gathered at the African Pride Irene Country Lodge for the 2022 Annual General Meeting to celebrate the activities and accomplishments of the previous financial year.

The 2022 AGM was in a hybrid format, allowing stakeholders who were unable to physically attend the meeting to join virtually via Zoom.

Among the dignitaries who attended the event were the SASSETA Board and Executives, SETA CEOs, and representatives from the Department of Higher Education, Science and Innovation.

In his welcome address, the Chairperson of the Accounting Authority, **Mr Chris Mudau** welcomed all the guests and introduced the Board and the Chamber committee members to stakeholders. He further outlined the reason for the meeting and the historic performance of the SETA.

"We have convened this AGM to account to you, our stakeholders, on the activities of the SETA for the period 01 Aril 2021 to 31 March 2022, during this period, the SETA produced the best results ever delivered since the SETA was established", he said.

SASSETA did not only achieve a clean audit outcome for the year under review, but it also met 100% of its operational targets that were set out in the Annual Performance Plan for 2021/22 financial year.

During his overview of the performance, the SASSETA CEO, Mr Thamsanqa Mdontswa expressed gratitude for the collaborative efforts demonstrated by all stakeholders in ensuring that SASSETA achieved its strategic objectives and urged everyone to double their efforts to ensure that we continue to perform.

"All of this work was done as a result of collaborations and partnerships that we have entered into with a whole range of stakeholders, and these are the stakeholders that we need and require in order for us to deliver on our mandate. In these partnerships that we entered into, we seek to foster knowledge, professional skills and improve response of education and training needs of the sector and the economy", says Mr Mdontswa.

Presenting the Non-Financial Performance, **Mr Vukani Memela:** Executive Manager - Research, Skills Planning and Reporting, Monitoring and Evaluation, highlighted the Strategic Skills Priority Action Plan. The SETA has identified six (6) strategic skills priority actions to drive its strategic direction which are:

- Build and strengthening strategic partnerships.
- Advance programmes that support professionalisation and transformation of the sector.
- Accelerate the production of information communication and technology (ICT) skills.
- Support the production of technical and specialised skills.
- Support SMMEs & Entrepreneurships (Incl. Cooperatives).
- Contribute toward building active citizenry.

In his presentation of the financial performance of SASSETA, the CFO, Mr. Ikalafeng Diale painted a three-year analysis of the financial performance of the seta. He further indicated that achieving a clean audit outcome is the result of the ultimate goal of excellency within the SETA in improving service delivery and maintaining a clean administration. "All these achievements are characterised by excellence in governance, effective internal controls in all areas of business and commendable commitment from SASSETA staff", he said.

SASSETA embarked on various projects to help accelerate job creation and the fight against Gender Based Violence and invited beneficiaries of these projects to give testimony.

Mpheletso Malatsi is the founder and owner of Mphe Creations and a beneficiary of one of the SASSETA economic stimulus projects who gave testimony of how the SASSETA economic stimulus programme has assisted her business.

"Being part of the SASSETA programme has elevated my business by providing us with mentors that have been of great assistance when it comes to marketing and putting my business out there. My business has improved a great deal as our social media pages have grown from 1000 followers to 2500 followers" she said.

Ms Vanessa Nelson from the Hope for the Future Foundation gave testimony of her journey into healing, moving forward and helping victims of Gender Based Violence in the Western Cape.

KHANYISILE WALKS TALL
In The Midst of Uninformed Assumptions

BY IVY MASONDO

If you have a sensitive heart, disability discrimination is so hurtful that you might as well give up on everything.

PEOPLE LIVING WITH DISABILITIES aspire to live properly and as though they were made for this life, they must not beg to live like other people. Since many South African women with disabilities still lack access to basic rights like health care, education, and employment, discrimination is still present but not as severe as it was in the past. This is especially difficult for South African women and girls with disabilities who deal with stigma, barriers, and discrimination due to their disability.

Women with disabilities face intersecting forms of discrimination in a society where gender-based violence against women is an endemic. They are generally seen as unfit for marriage; deemed incapable of carrying out family chores or contributing positively to society. Whether married or single, women with disabilities are often seen as a burden on their families and are at increased risk of violence both in and out of the home.

They often lose out entirely on education, face long journeys to their nearest government school, and may not be able to make the daily journey without dedicated transportation due to non-availability. Few private schools accept students with impairments, and public schools are ill-equipped to meet their demands for attending classes or participating in activities.

"Ms Khanyisile Mbuli who is a Quadriplegic person, is determined to raise awareness and turn her disability into ability." An important part of raising awareness and educating society about people living with disabilities is to show them that we are also a part of society and not to be excluded from economic activities.

Growing up, Khanyisile had overwhelming support from her family which helped her cope with her disability, she cannot say the same about society though, having to deal with derogatory comments at a very young age needed a strong-minded person.

"I was diagnosed with post-polio as a toddler, which rendered me a quadriplegic. I have relied on a wheelchair to get around ever since I was a kid. Attending boarding schools while I was growing up

"Putting yourself in new, uncomfortable situations has the surprising benefit of making you more confident."

NEWS AND EVENTS

helped to shield me from a lot of the discrimination I would face in the real world, but the problem started when I started my learnership under POSLEC SETA. Although I could feel biased, I forced myself to accept difficulties as they were", she says.

From struggling with using public transport, Khanyisile narrates the frightening moments of having to ask people to carry her into a taxi, dealing with derogatory comments made by taxi drivers and que marshals did not deter her as she saw it as an opportunity to raise awareness and educate society about people who are living with disabilities.

Through all this, she still must deal with countless barriers that women with disabilities face in public places. Steep curbs, cracked sidewalks, heavy doors or cramped restrooms may make it difficult for people with physical impairments to engage in ordinary, everyday activities.

"Disabled women are not different to abled women; it depends on your ability and how you handle yourself as a woman. We do all activities like other women, we go to school, get married, work, have families, do laundry, grocery shop, laugh, cry, pay taxes, get angry, have prejudices, vote, plan, and dream like everyone else".

It is not correct to name, look or judge another people differently based on their capability. People hardly realise their own mistakes; instead, they strive to point out someone else's. Before judging someone, put yourself in their shoes. It is terrible being judged, but often we do it to other people without thinking. So, ask yourself how you would feel if you were to be judged.

In the midst of all these difficulties that woman are facing on daily basis, Khanyisile encourages women to be bold, take risks, and try new things. "Putting yourself in new, uncomfortable situations has the surprising benefit of making you more confident. Even if you fall on your face, at least you tried. Grow your confidence over time by putting yourself out there and celebrating yourself. Nobody is born with confidence; it is a gift you give yourself". Says the strong-minded Call Centre Agent

Everyone can contribute to help eliminate barriers confronting people with disabilities to change. This can be done by:

- Understanding the need for accessible parking and leaving it for those who need it.
- Encouraging participation of people with disabilities in community activities by using accessible meeting and event sites.
- Understanding children's curiosity about disabilities.
- Advocating a barrier-free environment.
- Speaking up when negative words or phrases are used about disability.
- Accepting people with disabilities as individuals who are capable of the same needs and feelings as yourself and hiring qualified disabled persons whenever possible.

SASSETA Workshop

For Beneficiaries Of Pivotal Discretionary Grants

BY IVY MASONDO

The **SASSETA** workshop for the KwaZulu Natal stakeholders took place at Durban on the 14th of October 2022 at the Southern Sun Elangeni Hotel.

The purpose of the workshop was to enforce stakeholder relationship between **SASSETA** and Employers/ Training Providers who have active Discretionary Grant projects with the SETA. This was conducted to ensure that we maintain quality relations and provide assistance and guidance to our stakeholders.

SASSETA CEO, Mr Thamsanqa Mdontswa opened and welcomed all members who attended the workshop and thanked them for the continuous collaboration and commitment to ensure that SASSETA achieves its strategic objectives.

Program director, Mrs Juwayria Amod further explained the purpose of the workshop and highlighted the importance of continuous engagement between **SASSETA** and stakeholders to direct one another and reach the common goal.

SASSETA employees from different units presented all aspects relating to project implementation and commonly made mistakes and possible resolutions.

Various stakeholders who attended the workshop thanked and commended **SASSETA** for funding important projects such as those that addresses GBV issues.

Recommendations from delegates ranging from payments and turnaround times were received and accepted by **SASSETA**. Delegates further encouraged regular communication in relation to changes in processes to ensure a smooth provision of services.

SASSETA PLOUGHS BACK:

Helping Small And Medium Enterprises Find Their Feet

BY NSUKU MACHEBELE

The COVID 19 pandemic has impacted negatively on the economy and small businesses were severely affected. SASSETA has embarked on various economic stimulus projects, some of which seek to empower your businesses with entrepreneurial skills.

Mpheletso Malatsi is the founder and owner of Mphe Creations and a beneficiary of the SASSETA economic stimulus projects. Mphe Creations was founded in 2018 however, it started being fully operational in 2019. The company specialises in meticulously crafted, one-of-a-kind head wears, and accessories that complete our clients' ensembles for various events like weddings, funerals and high tea's etc.

Since its inception, the company has been struggling with funding and access to markets, among other challenges. Mpheletso is grateful for the opportunity, which she says has helped her business grow.

"Being part of the SASSETA programme has elevated my business by providing us with mentors that have been of great assistance when it comes to marketing and putting my business out there. My business has improved a great deal as our social media pages have grown from 1000 followers to 2500 followers. I just have to learn to change those from being only followers but buyers".

Mphe Creations in a 100% black and female owned enterprise based in Centurion, Gauteng. It currently serves individuals and operates from a backroom with one machine and has one temporary employee.

Mpheletso has ambitions of establishing a clothing line as well as collaborating with fashion designers and personal stylists. She also plans to have an online boutique and establish a training academy to help young aspiring rural designers with skills.

Majuba TVET College Celebrates Its Partnerships

BY MPHO MAJATLADI

The Majuba TVET college in Newcastle, recently hosted the Partnership and Linkages Awards Ceremony on 30 November 2022.

The awards ceremony was to recognise and celebrate the relationship the Majuba College has with the SETA's and local business that support them.

The National Skills Development Plan has encouraged the SETA's to have partnerships with TVET colleges in order to contribute to the skills development in the country.

SASSETA WAS THE RECIPIENT OF 3 OF THE AWARDS HANDED OUT AT THIS AUSPICIOUS EVENT –

1ST PLACE

First position: Top 3 SETA's that has funded the most number of students for Work Integrated Learning N6 2021-2022 Academic year

1ST PLACE

First position: SETA's that has funded bursaries in 2021-2022 Academic year

SASSETA was also one of the SETA's that are the recipient of **Special Award** for SETA's that have satellite offices at Majoba TVET college.

SASSETA OUTLINES

A Roadmap For The Year Ahead In Style.

BY NSUKU MACHEBELE

After a historic performance in the 2021/22 financial year, which saw **SASSETA** obtain a clean audit outcome and achieve 100 percent of its targets. **SASSETA** saw it fit to undertake a strategic planning session for all staff in order to create a clear plan for the next financial year.

SASSETA staff converged at the Khaya IBhubesi hotel in Parys, Free State, on the 1st of December 2021.

The main objective of the meeting was for management and executives to convey **SASSETA's** strategic direction and goals to all staff with the aim of ensuring that we are all running the same race. This will enable the employees to carry out their respective day-to-day activities by understanding where and how their responsibilities fit into the bigger organisational vision and mission.

The session played an important role in the development of trust and improvement of communication throughout the organisation, the journey that **SASSETA** embarked on, imposed an obligation on each one to trust one another and operate in an environment characterised by transparency.

During the session, **SASSETA** CEO, Mr Thamsanqa Mdontswa, together with the **SASSETA** executive management reflected on the 2021/22 organisational performance and outlined a road map for the next financial year.

SASSETA CELEBRATES BREAST CANCER AWARENESS MONTH

BY NSUKU MACHEBELE

October is **Breast Cancer Awareness Month**, an annual campaign to raise awareness about the impact of breast cancer.

The October campaign's colour of choice was pink. Some people make a pink background change for the month on their website. Others dig through their wardrobes and take out everything pink, including wigs, hats, gloves, scarves, and full outfits. Pink Days are celebrated in many businesses to motivate employees to support the fight against breast cancer.

On Friday, 21 October 2022, **SASSETA** staff dressed up in pink to support the fight against breast cancer as well as to raise awareness of the disease.

A Journey of Personal Growth

BY TSHOLOFELO NYAMATHE

"Whatever you choose for a career path, remember the struggles along the way are only meant to shape you for your purpose" by Chadwick Boseman

The graduation ceremony for the Department of Higher Education Safety Patrol Officers was held at Anew Hotel Hatfield, in Pretoria on 06 December 2022 and was attended by guests from SASSETA, the Department of Higher Education, and Siyafunda Training Academy, Labour Representatives from PSA, NEHAWU, and NUPSAW.

Mothepana Mokgoadi, DHET Change Management Deputy Director, emphasised the importance of Batho Pele principles and physical security in the workplace. She congratulated the graduates for their achievements and encouraged the graduates to take action in achieving their career goals.

Patrol Officer, Ntevhedzeni Khumulo on behalf of the recipients gave words of appreciation to SASSETA and DHET for giving them the opportunity to enrol in this programme. "It was not an easy journey, but we survived because we were passionate dedicated and determined about this programme. We would like to request SASSETA to make funds available for more training requests that will come from DHET so that we can further develop ourselves" said Ntevhedzeni.

During his speech, the Director of Siyafunda Training Academy, Lawrence Mpinga mentioned that the success of any given organisation, the attainment of the mission and vision of the said organisation may it be the public or private sector, is largely determined by the effectiveness of its workforce. He thanked SASSETA for their continued support in making available resources to enable organisations to invest more in human development and capacity building.

"Working towards a dream career by studying may not be the easiest or fastest option, but it is more likely to lead a person to success," said SASSETA CEO, ***Thamsanqa Mdontswa.***

SASSETA welcome New Employees to SASSETA

KHANYISILE MADONSELA

Ms Khanyisile Glenda Madonsela was born and raised in Pietermaritzburg, KZN, and is the first and only girl child in a family of five brothers. She graduated from Waverley Girls High School in 2012.

Khanyisile completed an (NQF 5) National Certificate in Banking with Damelin College and a Learnership with Cornerstone Performance Solutions in 2016. She then worked for Standard Bank for a period of three years in various positions.

She approached PC Staffing Solution and registered her CV after looking for change and growth. She was called for an interview and placed with SASSETA on October 17th, 2022, where she started her job as a Data Capturer for a duration of three months.

Her job is to record learner information as precisely as possible. Her responsibility is to accurately gather learner information and confirm documents delivered if they meet SASSETA's requirements.

"I am pleased to have joined the SASSETA team and hope that my presence will benefit the organization"

says Khanyisile. As the devoted individual that she is, working independently with others to achieve both individual and team objectives, she believes she will progress inside the SETA and that her temporary employment will eventually become permanent.

MOSIMA MASOHA

Mosima Jacqueline Masoha was born in a small village of Dennilton, matriculated in 2013 at Thejane Secondary School, and later relocated to Limpopo and enrolled for Diploma in Public Management at Capricorn TVET College Ramokgopa Campus.

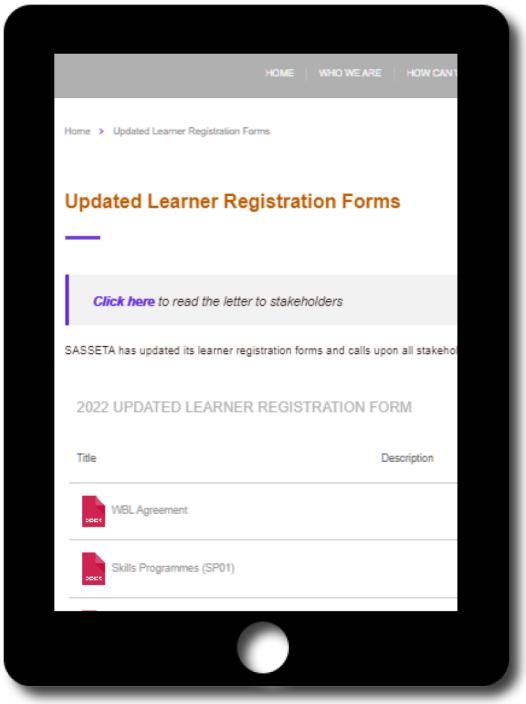
In 2021 she relocated to Gauteng to look for a job and one day she logged in to the Department of Labour system Essa and saw an advertisement for an internship position from SASSETA, "I applied for the position and my application was successful and joined the organisation on the 3rd of October 2022. I was placed at the Grants and Projects Management Unit as an administration intern."

Mosima continued "I was warmly welcomed by SASSETA employees, and I got to understand SASSETA functions in a very short space of time. SASSETA has a lot of doors for one to open, I hope I will stay longer and become the expect of my career."

"By doing the very best you can do today, you help prepare yourself for a better tomorrow"

ONLINE SUBMISSION OF LEARNER REGISTRATIONS

(SPO1, SOP2 AND LEARNER AGREEMENTS)


HOME
WHO WE ARE
Home > Updated Learner Registration Forms
Updated Learner Registration Forms
Click here to read the letter to stakeholders
SASSETA has updated its learner registration forms and calls upon all stakeho
2022 UPDATED LEARNER REGISTRATION FORM
Title
Description
WBL Agreement
Skills Programmes (SP01)

As of 03 October 2022, SASSETA went live with a functionality that enables the training providers to capture their learners directly on the SASSETA portal, this is subject to the SASSETA verification process. This is a major step in moving towards automation and will greatly reduce the turnaround times, particularly for self-funded training interventions.

The accredited Skills Development Providers are invited to send an email to **registrations@sasseta.org.za** if they wish to apply for access.

Please subscribe to our newsletter and **receive accurate SASSETA updates timeously!**

If you would like to be part of our stakeholder database, kindly subscribe to our email communications platform to receive SASSETA updates.

To ensure that we have your correct contact details, please complete and submit this form. It should not take more than a few minutes and will help us to send you news and alerts using your correct details.

Click here to subscribe

Please note that we are also available on Twitter, Facebook, YouTube, and LinkedIn. Kindly click on the icons below to follow us.

TALK TO **US!**

Effective communication is always a two-way street. We need to hear from you to make sure that we are covering important events in our sector and giving you, our readers, what you want to see in the newsletter. Please let us know if something has happened in your sphere of operation that would be of interest to our readers, or if there is something in this magazine you would like to comment on.

Send your contributions, comments, news, and views to enewsletter@sasseta.org.za. The contributions will be featured in the next edition.

We look forward to hearing from you!

REPORT ANY FOUL PLAY AT SASSETA

If you have any information about fraudulent activities that are taking place at SASSETA, you can report that information and remain anonymous. Our fraud hotline number is **0800 20 41 43.**

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